



# NORFOLK

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## The Pipeline

THE WEEKLY NEWSLETTER OF THE CITY OF NORFOLK'S EMERGING LEADER

VOLUME 3, ISSUE 4

AUGUST 2013

### Workforce Development Statistics and Tips

### Mastering Soft Skills for Workplace Success

Having a positive attitude in the workplace can help with potential promotions. Employers promote employees who not only produce, but also motivate others in the workplace.

What is the difference between "You're hired!" and "Thank you for your interest, but..."? In a word: enthusiasm. Enthusiasm can mean the difference in not just getting a job, but succeeding in a job and even advancing in your career. A positive and enthusiastic attitude is a critical component of workplace success.

When employers look at prospective candidates, beyond skills, experience, and training, they look for those who demonstrate enthusiasm – those they believe will complete assigned tasks in an upbeat and cooperative manner. All other things being equal, a candidate who can demonstrate a positive attitude and eagerness to tackle the job will have an advantage over one who displays an attitude viewed by the employer as negative or disinterested.

Source: Skills to Pay the Bills



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NEL Program  
Coordinator

**Kim Jordan**  
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**Norfolk's Emerging  
Leaders Program**

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## Lipstick & Lemonade for the Ladies & Bowties & Root Beer for the Men

On Friday July 26th, the Norfolk Emerging Leaders program hosted their annual Lipstick and Lemonade and Bowties and Root Beer events. Distinguished guests, NELs and Executive Interns met in the City Council Chambers to engage in professional "girl and guy talk." The NEL program organizes this event each summer to provide participants with an opportunity to discuss career and life choices with prominent city officials. This year's panel for Lipstick and Lemonade consisted of four Executive Interns: Marissa Walker, Alana Smith, Rio Ziegler, and Diana Cheatam, RPOS Bureau Manager Janet Williams, ODU Basketball Assistant Coach Annette Manley, TCC's Acting Dean of Students Mecca Marsh, Norfolk's PR Manager Lori Crouch, City Council Member



Angelia Williams, and Norfolk Public School's Senior Budget Coordinator Sabrena Ellis. The Bowties and Root Beer panel consisted of three Executive Interns: Paul Rice, Jon Small, and Charles Wade, Assistant City Manager Wynter Benda, Assistant City Manager Darrell Hill, RPOS Director Darrell Crittendon, Vice Mayor Anthony Burfoot, and TCC professor Robert - Williams.

The NEL participants came prepared, asking both professional and personal questions to the panelists. Though the main goal of the event is to facilitate an informative discussion, the event did not end when the discussions concluded. The ladies were pampered with lipstick samples provided by Mary Kay and The Body Shop. Both panelists and audience members were able to learn something from the event. Attendee and Executive Intern Ashley Walton said, "I retained so much valuable advice not only for my future career but also for my life." Overall, the event was a success, and the NEL program looks forward to doing it again next summer!



## In Their Own Words...

There is a big voice in the library and it is Jelani Sparrow. Jelani is a Norfolk Emerging Leader placed in the Janaf Branch Public Library. He is a graduate of Granby High

School and is headed to Howard University to major in Mass Communications and minor in Business. Jelani feels that being able to experience public service is a great

opportunity. He believes that the most important thing is that he has made connections that can help him in the future. He has learned to make the best of his situations and be thankful for

## In Their Own Words....(continued)

the opportunities. Participating in the NEL program to Jelani is like “a step into the real world.” While taking a step into the “real world,” Jelani had the opportunity to interact with a diverse group of people. He understands that communication is a key factor to good relations and a positive work environment. The most notable moment that Jelani has experienced is “Bow Ties and Root Beer.” When talking of this moment, he fondly recalled how awesome it was to be able to absorb the advice and

experiences of the notable men in the room as well as prove that he could stand out amongst them.

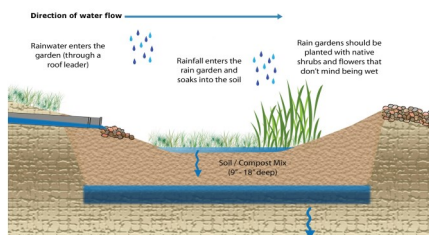
Experienced and savvy, Christopher Whitfield is in his third year with the NEL program and his second year in the Department of Public Works. Christopher is a graduate of Granby High School and heading to Christopher Newport University majoring in Information Systems. Christopher says that the NEL program has opened many doors by affording him the

opportunity to gain experience working in the public sector and making connections with influential people such as the City Manager and other Directors within city. Two important things Christopher has taken away from the program are responsibility and professionalism. He has noted that time management, dressing for success, working independently, and arriving to work on time is important. Christopher takes great pride and joy in what he does.

## Norfolk Interns Get Dirty to Help Solve One of City's Biggest Woes

Flooding and stormwater pollution are by far two of Norfolk's heaviest hitting environmental concerns. Municipal Interns did their part to help alleviate these issues by constructing a rain garden at the Ingleside Recreation Center on July 30th and 31st.

Rain gardens are landscaped areas



specifically designed to collect rainfall and stormwater runoff, which would otherwise travel over hard surfaces, collecting pollutants, and land in local waterways. The aesthetically pleasing areas not only bring beauty to the city, but can also help alleviate area flooding.

The garden at the Ingleside Recreation Center will serve as a model for residents that may be interested in planting a rain garden of their own. In addition to the model, the interns will create a rain garden how-to guide on the City's website where residents can locate easy to follow instructions and guides on garden construction.

Summer camp students at the Ingleside Recreation Center also participated in the project by planting



and painting a rain barrel to be included in the garden. The finished rain barrel will collect rain water that the students can use to sustain the garden's plants, maintaining its beauty year-round. Prior to painting, interns taught the students about the importance of environmental stewardship and the benefits the rain garden will bring to their neighborhood.



“We hope to raise awareness about environmental stewardship; which is something that should be a priority for everyone, because we all want to live, work and play in a safe and clean environment,” said intern, Marissa Walker.



A Garden Party officially opened the garden on August 9th, which has been dubbed the Regain Rain Garden (Relief through Environmental Gardening And Innovative Networking). The party consisted of ribbon cutting ceremony, educational workshop, children's activities, and a garden dedication to former Ingleside volunteer and NEL intern Eric Beard.



## Executive Intern Spotlight



**Lillie Monroe**

*Executive Intern  
Department of Human  
Services*

With her Masters in Social Work completed, Elizabeth's goal is to obtain licensure as a Licensed Social Worker. She aspires to develop a program that offers counseling services within the Department of Human Services to parents with children in foster care. She believes that offering counseling and support

groups for parents will reduce the time that children are in foster care and increase the number of children that are able to return home.

Elizabeth is interested in a career in public service because of her strong desire to give back to the community. She believes the role of government is to fairly govern, provide security, spend local funds wisely, and to provide social services to its constituents in need.



After Lindsay graduates from Longwood University in 2015, she plans to go directly into graduate school to continue her studies. Her long term goal is to work in the publications or professional writing field. Though her passion lies with professional writing, she would love to integrate her minor in Graphic Design by working on digital publications or designs within an organization.

Lindsay enjoys working with people, and she believes that the primary role of government should be communicating with its people. According to Lindsay, the role of the government is to ensure safety and justice while providing its people with all of the tools and resources necessary to be happy, healthy, and successful.



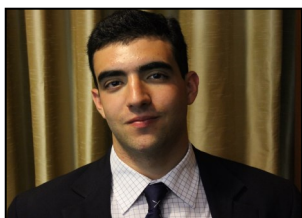
**LONGWOOD**  
UNIVERSITY



**Lindsay Graybill**

*Executive Intern  
Department of  
Communications*

## Executive Intern Spotlight



**Michael Paquette**

*Executive Intern  
Department of  
Finance*

After graduating from The College of William and Mary in 2012 with a Bachelors of Arts in Government, Michael has continued his education at the college to receive a Masters in Accounting, which will be completed in 2013. His ultimate career goal is to work for a "Big

Four" accounting firm.

Michael's college education has taught him that education does not end in the classroom; he believes that a public sector career offers a unique learning experience that the private sector cannot match because of its primary goal of service to the public. He's interested in the public sector because of their interest in reaching policy goals, not profits.

**WILLIAM  
& MARY**

With a Bachelor's of Science from Clemson University in Health Science and Masters of Public Health, Behavioral Science and Health Promotion from New York Medical College, Nora's passion for Public Health is not a secret. She aims to become a driver in public health and wants

to continue to add healthy components to communities through civic engagement and ownership. She wants to increase the number of health programs by collaborating with a variety of organizations, bringing them together to work on one platform towards one goal; to make Norfolk the healthiest community it can be. She strongly believes the government should help provide individuals with access and availability to resources and to change policy in order to reach that goal.



**Nora Farrell**

*Executive Intern  
Office of the City  
Manager*



## Executive Intern Spotlight



**George Schaefer**

*Executive Intern  
Office of the City  
Manager*

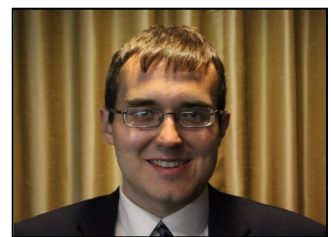
This fall, George begins working towards his Masters of Arts in Politics and Policy at Leigh University. George's interests include pursuing a career in political consulting and campaign management, though he has also considered urban development and regional

planning. With his quiet confidence, George says he would also like to be a head baseball coach in the future. George's true passion lies in politics and public administration. He believes that a public sector career is unique and not for everyone. He says that it is local government that really brings about the most change, and that meaningful governing is most effective at the local level. His beliefs regarding the role of government and his passion for politics is what attracts him to a career in the public sector.



Graham intends to use his history and mathematics degrees from Old Dominion University to become a teacher. When asked about his career goals Graham answered, "I believe that my life is intended to serve others. Using servant leadership as a mindset, I want to teach middle school or high school students about

useful, practical skills that students will use throughout their lives." Graham believes that the government plays an instrumental role in society today. As a member of the public sector, he can help fulfill government's most basic promise: to help promote and facilitate the social welfare and protection of all citizens. Graham firmly believes that a well educated and effective public sector can help government in its tasks across all levels of American government.

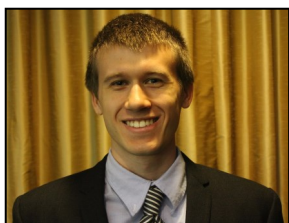


**Graham Parsons**

*Executive Intern  
Department of Public  
Works*



## Executive Intern Spotlight



**Jonathan Small**

*Executive Intern  
Office of the City  
Manager*

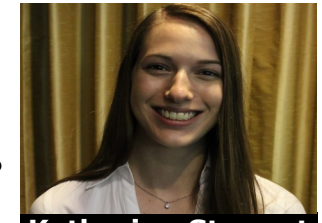
Jonathan is currently working to complete his Graduate degree in Economics at Old Dominion University. With an academic background in statistics and econometrics, Jonathan aims to provide data-driven solutions to real challenges in the work place. Working in the public sector

strongly appeals to Jonathan's desire to serve citizens and the common good. He believes that the role of government is to provide its citizens with the goods and services that may not be available under free market conditions, such as defense from interior or exterior threats, environmental preservation, and infrastructure. His ideas about government's role in the lives of its citizens, and his desire to serve the citizens has led to Jonathan seeking a long-term career in local government.



Upon Katharine's completion of her Bachelors of Arts in Criminal Justice and Philosophy, with a minor in Psychology, she plans to pursue a career in law enforcement. Her dream is to become a US Marshal, specifically on the Fugitive Task Force. To help her reach this goal, she aims

to start at the local level of law enforcement to gain experience and better understanding the field. Having experienced hardships in her personal life, Katharine wishes to help people dealing with their own struggles. She has always had the utmost respect for law enforcement, and she believes their services are essential to the country. Her strong support for government and, more specifically, law enforcement has led her to decision to pursue a career in public safety.



**Katharine Stewart**

*Executive Intern  
Norfolk Police  
Department*



## Executive Intern Spotlight



**Paul Rice**

*Executive Intern  
Office of the City Clerk*

With two more years left of his undergraduate career at Virginia Tech, Paul hopes to attend Law School and is also considering a Masters in Public Policy. He has a keen mind for details and facts.

Paul knows how to effectively make an argument based on extensive research. His skill in this area makes him well suited for a career in legislation and public policy.

Paul wishes to do the most good that he can in this life. He believes that teachers, doctors, policemen, and the like can help one person at a time, but only help the results of a single problem in society. According to Paul government has the ability to help many people at a time by solving problems through the root cause. His desire to do good and serve the masses have created within him a strong interest to work in government.



As a recent graduate of Virginia Wesleyan College, Rio aims to pursue a Doctoral Degree in Communications, while working as a Director of Media Relations in the public, non-profit, or corporate sector. Rio believes that in order for a community to thrive and succeed, it needs leaders to guide it in the right

direction. She says that the role of our government today has a vital impact on the well-being of our citizens. Rio wants to work in the public sector because it would allow her to give back to the community that has made her who she is today. She enjoys challenging herself to use the talents that she has developed during her college career to make a difference in the world around her.



**Rio Ziegler**

*Executive Intern  
Department of Public Works*



## Executive Intern Spotlight



**Kevin Zerbo**

*Executive Intern  
Department of  
Human Resources*

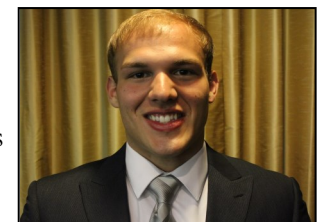
As recent graduate of Virginia Commonwealth University, Kevin wants to use his academic concentration in Urban Policy and Planning to continue to work in the public sector. His heart also lies with non-profit work that is centered on community development, sustainability, and

activism. To accomplish his goals and gain a better understanding of the non-profit sector, Kevin plans to complete a graduate certificate or degree in nonprofit management or public policy and administration. He views government's role as an invaluable ally in this type of work. Kevin believes the government should make available its resources to street-level community organizations through a symbiotic and healthy relationship between the city and the citizens.



Following the completion of his Executive Internship, Caleb will return to the College of William and Mary to complete his final year. Caleb's discipline and drive to maintain a healthy lifestyle for himself have influenced him to want to make an impact on the lives of others through a career in health and wellness. He will be applying for his Doctorate in Physical Therapy in the fall of 2013.

Caleb feels that a large number of people in today's society view the role of government as a controlling body, which establishes rules and attempts to define morality. However, his view of government is one of opportunity. According to Caleb, government today has the ability to provide so much for the public, as long as the right individuals are put into office.



**Caleb Helsley**

*Executive Intern  
Department of  
Human Resources*

